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January 11, 2013

The Manitoba Teachers' Society
191 Harcourt Street
Winnipeg, MB R3J 3H2

Attention: Mr. Tom Paci

Dear Sir:

**Re: Seven Oaks School Division and Seven Oaks Teachers' Association
Interest Arbitration Award dated December 6, 2012
Articles 6.03(5), 6.10(3), 6.11(8) and 6.12**

LEGAL ASSISTANT:

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I am replying to yours of December 20, 2012.

The Board is all of the view that the effective date for the above articles is the date of the Award.

I trust that this clarifies the matter.

Yours truly,

D'ARCY & DEACON LLP

Per:

MICHAEL D. WERIER

MDW/hb

cc: Mr. George Coupland
Mr. Grant L. Mitchell, Q.C.
Ms. Lea Baturin

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